

October 13, 2020

## **COVID-19 CONTINUES TO CHALLENGE EMPLOYERS**

Corona, Covid, SARS-COV-2—whatever you call it, this virus is now your company's nemesis. You're constantly evaluating safety recommendations that seem to change on a daily basis and checking the government's issuance of new laws, while at the same time trying to provide a safe work environment for your employees. It all can be overwhelming, but JAH can help. **Our team** is ready to answer your questions and walk you through fact-specific assessments to ensure you get the right solutions. Here are a few issues you may be dealing with:

- What do I do if an in-office employee tests positive? Do I have to shut down my business and send people home? What can I, and what should I, tell other employees? If I don't close the office, will I be liable if other employees get sick?
- Can I require employees to get tested as a condition of coming to the office?
- If an employee gets tested "for peace of mind" and is self-quarantining until she receives her test result, do I need to pay her for time off work? Is the answer the same if the employee gets tested because she thinks she might have been exposed to COVID-19?
- If a summer camp or programs for an employee's minor child is closed due to COVID-19, do I have to give the employee paid e-FMLA leave?

JAH is here to help—**call or email** us any time.